

# M. ZANE LUMBLEY

[zululima@msn.com](mailto:zululima@msn.com)

14751 N. KELSEY ST, #105, PMB106  
MONROE WA 98272

Phone: 360-568-9393

P. O. BOX 2323  
BRENHAM TX 77834-2323

Phone: 512-557-6300

Fax: 979-836-2669

---

## PRESENT OCCUPATION

Arbitrator, Mediator, Factfinder

## PROFESSIONAL AFFILIATION

National Academy of Arbitrators, AAA and LERA.

## EDUCATION

1966 University of Texas BBA

## ARBITRATION EXPERIENCE

Arbitrator, mediator and factfinder 1980 to present. 2000+ appointments.

## INDUSTRIES

Aerospace, Aluminum, Atomic Energy, Automotive, Baking, Beverage, Broadcasting, Canning, Cement, Chemical, Cities, Clothing, Communications, Community Colleges, Construction, Counties, Dairy Products, Education, Electrical Equipment, Entertainment, Extractive/Mining Industries, Fire Protection, Food Processing, Foundry, Furniture, Gas and Electric Power, Grocery, Health Care, Heating and Ventilating, Hotels, Household Goods Moving/Storage, Instruments and Scientific Controls, Iron and Iron Products, Law Enforcement, Lumber, Machinery, Mail and Mailing, Manufacturing, Maritime, Meat Packing, Metal Fabrication, Military, Newspaper, Non-Ferrous Metals, Nuclear Power Plants, Oil Refineries, Organizations (Unions, Clubs), Packaging and Container, Petroleum, Pharmaceutical, Plastics, Plumbing Fixtures, Printing and Publishing, Prisons, Public Sector (Federal, State, County and Local), Pulp and Paper Products, Restaurants, Retail and Chain Stores, School Districts, Seafood Processing, Service Industries, Shipbuilding and Drydock, Steel, Textile, Transportation, Travel, Trucking and Storage, Upholstering, Warehousing.

## **ISSUES**

ADA, Agency Fee Objections, Alcohol and Drugs, Apprenticeship, Arbitrability, Assignment of Work, Back Pay, Bumping, Conduct Unbecoming, Contract Reformation, Disability, Discharge and Discipline, Discrimination (Age, Race, Sex and Union/EEO Activities), Education Issues (Bidding, Discipline, Non-renewal, Seniority, Tenure, Transfer), Employment Law Disputes, Evaluations, Excessive Force, Expedited Cases, Factfinding, Firearms Offenses, Fringe Benefits, Grooming Standards, Interest Arbitration, Internet Abuse, Involuntary Transfer, Job Bidding, Job Classification, Layoff and Recall, Lockout/Tagout, Management Rights, Mediation, Overtime, Pension Disputes, Performance Appraisals, Plant Closure, Polygraph, Premium Pay, Prison Custody/Administrative Segregation, Promotion, Seniority, Severance Pay, Sexual Harassment, Statutory Rights, Subcontracting, Superseniority, Training, Unilateral Change, Union Security, Unit Work, Wages.

## **PERMANENT PANELS**

AFL-CIO Metal Trades Jurisdictional Disputes, Boise Cascade/Carpenters, Group Health Cooperative of Puget Sound/UFCW Local 21, State of Alaska/AFSCME Local 52, State of Alaska/Alaska Correctional Officers Association, State of Alaska/Public Employees Local 71, State of Alaska/Public Safety Employees Association, U.S. Government (IRS/NTEU and USPS/NALC).

## **ARBITRATION ROSTER(S)**

AAA, FMCS, Idaho DOLIS, Montana BPA, Wash PERC.

## **PUBLISHED CASES**

60+ published opinions between 1981 and 2018 in BNA, CCH, FLER, GERR, LAIG and OLLD.

## **SIGNIFICANT PUBLICATIONS**

"Understanding the Functus Officio Morass," University of Oregon LERC Monograph No. 16 (2000). "Supreme Court Strengthens Rule of Arbitral Finality," "ULP or Grievance? Three Views of the Collyer Doctrine" and "The Reasonableness of Grooming Standards in Light of Public Image Considerations," all Montana Arbitrators' Association Quarterly (1998, 1982 and 1982, respectively).

## **PER DIEM FEE**

\$1600.00

## **DOCKET FEE**

0.00

## **CANCEL FEE**

\$1600.00 per scheduled day thirty or fewer days before hearing. \$750.00 per scheduled day more than thirty days before hearing.

## **GRIEVANCE ARBITRATION**

Same

---

## **CANCELLATION POLICY**

Cancellation Fee - \$1600 per scheduled day thirty or fewer days before hearing; \$800 per scheduled day between thirty-one and sixty days before hearing; no fee more than sixty days before hearing. Postponement Fee - \$1600 per scheduled day seven or fewer days before hearing; \$800 per scheduled day between eight and thirty days before hearing; no fee more than thirty days before hearing. If agreement on a new date is not reached within thirty days of the original hearing date, all postponements become cancellations and will be billed according to the cancellation policy.

## **INT ARBT, FACT FND & LABOR MED**

Same

## **TRAVEL TIME**

Same as per diem

## **EXPENSES**

Ground transportation, fully refundable coach airfare (first class only if coach is unavailable), airline itinerary change fees (in the event of cancellation or postponement), lodging, meals, secretarial at \$18.00 per hour, copying, telephone, facsimile, postage and other expenses incurred.